

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
July 2015



Jamal L. Smith
Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339												
Number of Complaints Drafted	140												
% of inquiries drafted	41%												
Employment	208												
Housing (Real Estate)	58												
Public Accommodation	44												
Credit	1												
Education	9												
Unknown	19												
Number of Complaints Formalized	86												
Employment	56												
Transferred from EEOC*	2												
Housing (Real Estate)	13												
Transferred from HUD**	2												
Public Accommodation	15												
Credit	0												
Education	2												

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322												
Region 1	33												
Region 2	22												
Region 3	17												
Region 4	13												
Region 5	147												
Region 6	36												
Region 7	16												
Region 8	17												
Region 9	19												
Unknown/Out of State	2												

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%												9%
Housing (Real Estate)	7%												7%
Public Accommodation	8%												8%
Credit	50%												50%
Education	15%												15%
Open Cases by Area													
Employment	779												
Housing (Real Estate)	75												
Public Accommodation	153												
Credit	4												
Education	47												

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52												
Employment	43												
Housing (Real Estate)	5												
Public Accommodation	4												
Education	0												
Credit	0												
Type of Closure													
NPC	34												
CWS	12												
CW	0												
AD	6												
FO	5												

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1												
Employment	1												
Housing (Real Estate)	0												
Public Accommodation	0												
Education	0												
Credit	0												
Active Cases													
Employment	28												
Housing (Real Estate)	15												
Public Accommodation	5												
Education	5												
Credit	0												
Average Age of Cases since NOF*	484												

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Brenda Hooghuis v Lasain Corporation dba Super Submarine Restaurant is an employment case based on sex discrimination. The Complainant alleged that she was subjected to sexual harassment in the workplace.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Kristy M. Reisinger v J&J Associates is an employment case based on sex. The case was settled.

Shawn Russell v Alcoa. is an employment case based on disability discrimination. The case was settled.

Lisa Hunt v Waters of Covington is an employment case based on disability. The case was settled.

Lucia Llanos v Meridian Court LP dba Meridian South Apartments is a housing cause based on disability. This case was settled.

Joy Nelson v Herman & Kittles Properties, Inc and Franklin Place Apartments, is a housing case based on disability. This case was transferred to State Court

Articles of Interest:

Meyer joins ICRC as Deputy Director of External Affairs 7/23/15

ICRC hosting housing CLE seminar in Gary on August 7th 7/22/15

Kings Feast Symposium 2015 set for August 1st 7/21/15

Over 400 in Attendance at 8th Annual IBE Education Conference 7/17/15

ICRC, IBE to hold parental and community engagement forum July 18 7/15/15

ICRC Deputy Director issues findings against Indiana Department of Corrections Camp Summit Boot Camp 7/1/15